

WTVY(TV)
EEO PUBLIC FILE REPORT
12/01/2003 – 11/30/2004¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1,4, 6-20, 23-26, 28-30,34, 37, 40-42,44	4
Account Executive	1,4, 6-20, 23-26, 28-30,34, 37, 40-42,44	42
News Director	5, 48*	40
Account Executive	1-4, 6,7,10,34,37,40-42, 44	44
Producer	4-6, 8-20,23-25, 28-30, 38-44	41
Reporter	4-6, 8-20,23-25, 28-30, 38-44	42
Master Control Operator	1,6-8,21,23-25,27-30,40-4	1
Reporter	2,3,6,8-20,23-25,28-30,40-42	41
Reporter	5,6,8-20, 23-25,28-30,39-44	5
Account Executive	2,4,6,8-20,23-25,28-30,40-42	42
Reporter	5,6,8-20, 23-25,28-30,39-44	41
Reporter	4-20, 23-25, 28-30, 38-44	40
Production Assistant	1,6,8-21, 23-25, 28-30, 40-44, 48	42
Assignment Manager	2,5-6,8-20,23-25,28-30,37-38,40-42	42

* Exigent circumstances.

¹ This report provides recruitment data collected through November 20, 2004.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	AL State Employment Service, Carl White 219-223 Plaza II, Dothan, AL 36303 334-792-2121; 334-792-2124 fax (source posts openings on Internet as well)	N	4
2	The Wiregrass Times, Angelina Herbert P. O. Box 1885, Dothan, AL 36302 334-712-0410; 334-794-6876 fax	N	0
3	The Dothan Eagle, Grace Holland P. O. Box 280, Dothan, AL 36302 334-792-3141; 334-712-7975 fax	N	0
4	Job Omni, Jerry Hughes P. O. Box 311954, Enterprise, AL 36331-1954 334-702-9740; 334-393-7400 fax	N	0
5	TVJOBS; www.tvjobs.com Mark Holloway; P. O. Box 4116; Oceanside, CA 92052; fax 760-754-2115	N	3
6	Alfred Saliba Family Services Center, David E. Duke 301 W. Lafayette Street, Dothan, AL 36301 334-712-0090; 334-794-3900 fax	Y	0
7	African-American Business Coalition, Ernestine Bennett 188 N. Foster St., Suite 105, Dothan, AL 36303 334-673-0798; fax 334-712-6992	Y ²	0
8	American Business Women's Association, Bonnie Cline P. O. Box 705, Dothan, AL 36302 334-793-2582	Y	0
9	Troy State Dothan, Keith Seagle P. O. Box 8368, Dothan, AL 36304 334-983-6556; careerservices@tsud.edu	N	0

² In December 2003, a job notice to this source was returned to the station. The station has been unable to contact this source since that time.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Alabama Broadcasters Association, Tina Currier 1316 Alford Avenue, Suite 201, Birmingham, AL 35226 800-211-5189; 205-979-9981 fax www.al-broadcasters.org (source provides Internet postings)	N	0
11	Wallace Community College, Jean Dagostin Rt. 6, Box 62, Dothan, AL, 36303-9234 334-983-3521; fax 334-983-6066	N	0
12	Troy State University, Josephine Devane Adams University Center, Suite 110, Troy, AL 36082; 334-670-3217; fax 334-670-3101; career@troyst.edu	N	0
13	Tuskegee Institute, Dr. James Harris; 3 rd Floor; Carnegie Hall; Tuskegee, AL 36088; 334-727-8255	N	0
14	WUFT-TV, Patricia Dunn-White; 352-392-5968 P. O. Box 118400; University of Florida; Gainesville, FL 32604; p.dunn@jou.ufl.edu	N	0
15	University of Alabama, Sheila Springer Box 870293, Tuscaloosa, AL 35487; 205-348-5848	N	0
16	Alabama State University, Kathryn Williams; P. O. Box 271; Montgomery, AL 36104; 334-229-4156	N	0
17	Florida A & M University, James E. Hawkins P.O. Box 982; Tallahassee, FL 32307; 850-599-3000	N	0
18	Enterprise Jr. College, Betty Cully; 334-347-2623 U. S. Highway 84 East, Enterprise, AL 36331; bcull@esjc.cc.al.us	N	0
19	Chipola Jr. College, Betty Broome; 3094 Indian Circle; Marianna, FL 32446; 850-718-2424; broomeb@chipola.edu	N	0
20	Gulf Coast Community College, Roy Smith 5230 Highway 98, Panama City, FL 32401; 850-872-3810; rsmith@fulfcoast.edu	N	0
21	Washington-Holmes Technical Center, Betty Harris; 757 Hoyt Street; Chipley, FL 32401; 850-638-1180	N	0
22	Dothan Urban League, Johnny Smith P. O. Box 1041, Dothan, AL 36302	N	0
23	NAACP, Wade Morrison P. O. Box 457, Dothan, AL 36302	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	Regional NAACP, Dr. Nelson Rivers Suite 203, 970 Martin Luther King Dr., SW Atlanta, GA 30314	N	0
25	Jacksonville State University, Janet White 700 Pelham Road North; Jacksonville, AL 36265 256-782-5482	N	0
26	Mississippi State University, Sandra McDonald P. O. Box P, Mississippi State, MS 39762 www.career.msstate.edu	N	0
27	Jackson Academy of Applied Technology, Sandra Waller; 3932 Technology Circle, Marianna, FL 32447; 850-482-9666	N	0
28	University of West Florida, Job Placement Service; G. Moers; 11000 University Parkway, Pensacola, FL 32514; 850-474-2254	N	0
29	Auburn University, Shirley Barnes; 334-844-4744; 303 Mary Martin Hall; Auburn, AL 36849; Barnes1@auburn.edu	N	0
30	University of Georgia; College of Journalism & Mass Communication; Debi Grayson; Career Center; Athens, GA 30605; 706-542-3375	N	0
31	Broadcast Engineering, Brian Huber P. O. Box 12937, Overland Park, KS 66282-2937 800-896-9939, 913-967-1735 fax, brian_huber@intertec.com	N	0
32	Broadcasting & Cable, Yuki Atsumi 275 Washington St., Newton, MA 02458 646-746-6949, 866-258-1075 Fax 646-746-6954 email: yatsumi@reedbusiness.com	N	0
33	National Association of Black Engineers 1454 Duke Street, Alexandria, VA 22314 703-683-5312 fax	N	0
34	National Association of Black Sales Professionals 503 S. Oak Park Ave., Oak Park, IL 60304 708-848-6008 fax	N	0
35	Society of Broadcast Engineers 317-253-0418 fax	N	0
36	Electronic Media, Robbie Ehrhardt 740 N. Rush Street, Chicago, IL 60611 312-649-5385; 312-649-7827 fax	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	NAB Job Bank www.nab.org/bcc , 202-429-5497, 202-429-3923 fax	N	0
38	National Association of Black Journalists 11600 Sunrise Valley, Reston, VA 29770 703-476-6245 fax	N	0
39	Medialine.com	N	0
40	Gray internal posting	N	2
41	WTVY(TV) Website/Whohasjobs.com, Sybil Pharr sybil@wtvnews4.com	N	11
42	WTVY(TV) Bulletin Board, station employees	N	9
43	WTVY(TV) On-air commercial	N	0
44	Walk-ins/unsolicited resumes	N	2
45	L.A. Reporters Clinic, Jay Jackson www.larcinc.org mr.jackson41@hotmail.com 805-660-9191	N	0
46	TV Week, Crain Publications P.O. Box 64000, Detroit, MI 48264 313-446-1612; fax 323-658-6174 echasko@crain.com	N	0
47	Rick Gevers & Associates; 317-769-7900; P. O. Box 577; Zionsville, IN 46077; rick@rickgevers.com ; www.rickgevers.com	N	0
48	Word of mouth referral	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD::			32

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WTVY(TV) has an established on-going internship program designed to assist members of the community in acquiring skills needed for broadcast employment. Interns are generally referred directly to the station by a University. The News Director administers the internship program. Two individuals interned in the News Department during the summer 2004.
2	Establish training program to help current employees advance in their careers	WTVY-TV has an established program whereby station personnel are trained to acquire new skills that could qualify them for higher-level positions. It is the policy of WTVY to promote from within when possible. In fact, five higher level positions were filled in 2004 by training and promoting current employees.
3	List upper-level openings in job banks or newsletters of media trade groups whose membership includes substantial numbers of women and minorities	WTVY(TV) lists upper-level openings in job banks or newsletters of a media trade group whose membership includes substantial participation of women and minorities, including: National Association of Black Sales Professionals, National Association of Black Engineers, National Association of Black Journalists. HR Assistant notifies these and other sources of job openings.
4	Participate in job fair	Richard Morgan, General Sales Manager participated in a job fair at Troy State University Dothan on Feb. 25, 2004.
5	Participate in job fair	HR assistant participated in a Community Job Fair at the Dothan Civic Center on Sept. 30, 2004.